

After School Sub-Committee Survey: Context, Strengths, and Challenges: Subcommittee Survey Results

From your perspective, what are three things that are working well in BUSD's after school programs?

- Some sites have great overall programs or specific program components (i.e. enrichment, academic support)
- PTA enrichment classes at certain sites are excellent and popular (examples are MX, Jefferson).
- LEARNS is able to provide on-site after school care and safety, and is convenient for working families.
- Equitable: Sliding fee-scale allows for everyone to participate.
- Some sites offer beneficial academic support/homework help
- There are some excellent, caring staff at some sites who bridge connections between students and families
- BEARS is able to provide academic and other interventions that help our neediest students.
- Partnerships with community programs (such as BUILD) help to provide high-quality tutoring and ongoing mentoring relationships for students."

What improvements would you like to see made to BUSD's after school program?

Suggestions for improvement fall into 5 categories:

- **Increased access and family-centered operations**
- **Equitable quality and consistency**
- **Opportunities for BEARS/LEARNS Integration**
- **Staff recruitment, support, and retention**
- **Partnerships**

INCREASED ACCESS AND FAMILY-CENTERED OPERATIONS

- **Increased Access to ELT.**
 - More spaces for students/families are needed, some sites offer more access than others.
 - Need to explore ways to serve more who desire/need after school programs
- **Timely registration, enrollment, notification**
 - Recruitment and enrollment should take place well before the school year start (Spring), and parents should notified whether or not their children are enrolled well in advance
- **Timely and consistent billing, payments, and expectations**

EQUITABLE QUALITY AND CONSISTENCY

- **Programs need to be more consistent and equitable across sites**

- Create equity among school sites, so that after school programs are comparable in quality, capacity and ability to reach Berkeley's 2020 Vision goals
- What should all programs minimally have as a baseline? For enrichment, for academic supports, for care and safety (without having to be exactly the same).
- Need for increased enrichment opportunities across the schools (not necessarily PTA run)
- Need consistent academic support option for students who are struggling (all levels).
- **Stronger alignment (integration) with school-day programming** (i.e. curriculum, behavior norms, language, social-emotional supports and standards).
 - Structure, design, and implement the after school program as an extension of the day program
 - More coordination with school day staff -- communication of expectations and needs.
- **There needs to be appropriate access/support for students with IEP's**

OPPORTUNITIES FOR BEARS/LEARNS INTEGRATION

- **We need to look for creative solutions to address the BEARS/LEARNS integration challenge.**
 - In what ways can we keep BEARS and LEARNS students together?
 - Are there ways to keep BEARS students at their sites?

STAFF RECRUITMENT, SUPPORT, AND RETENTION

- **Identify and implement internal (BUSD) and external opportunities to provide more consistent and appropriate staffing**
 - Student – Adult Ratio differences in some groups are too large
- **Professional development and support**
 - Is staff training and evaluation done on regular basis?
 - Need more support BEARS staff and activities, including PD, attendance at school-day staff meetings, and higher salaries. One solution could be to support staff to become credentialed
 - Staff should all receive professional development so that they are equipped to serve in many facets. We have long term subs who don't qualify for PD.

PARTNERSHIPS

- **Address Business relationship BUSD/PTA/Vendors to provide quality and equitable enrichment**
 - Can BUSD take over from PTA and contract with vendors to provide quality enrichment at all sites?
 - Merge enrichment class funding for LEARNS and PTA enrichment. Figure out some way of sharing resources, avoiding overlap and improving offerings.
- **Consider partnership opportunities with City of Berkeley**
 - How might we collaborate with the city (or other entities) to strengthen after school opportunities?